

ADMINISTRATIVE - INTERNAL USE ONLY

AGENDA

CAREER SERVICE PANEL
OFFICE OF RESEARCH AND DEVELOPMENT
6 December 1974

SPECIAL SESSION

0900 hours
607 Conference Room

1. Promotion Recommendations
GS-14 to GS-15

25X1A9a

- a.
 - b.
- 

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~~EYES ONLY~~

CAREER SERVICE PANEL
OFFICE OF RESEARCH AND DEVELOPMENT
6 December 1974

Attendees:

25X1A9a [REDACTED] Chairman 25X1A9a
[REDACTED] C/CDAM/ORD
[REDACTED] OT/ORD
25X1A9a [REDACTED] C/DPR/ORD
[REDACTED] C/TCR/ORD (left the meeting at 1000 hours)
25X1A9a [REDACTED] C/MS/ORD
[REDACTED] AC/PAS/ORD 25X1A9a
[REDACTED] C/LSR/ORD
[REDACTED] C/OT/ORD
[REDACTED] Executive Secretary
[REDACTED] Recording Secretary

25X1A9a Absentee:

[REDACTED], TCR/ORD (Training)

1. The meeting was called to order at 0910 hours by the Chairman.

2. Before consideration of the promotion recommendations, the CSP first discussed the function of PAS, rotation of PAS personnel and the number and grades of PAS slots. It was noted that the Program Analysis Staff was formed to identify new areas of intelligence importance and to carry out studies that would assist in defining future research programs. It is planned that capable personnel will be assigned to this Staff for one and two year rotational assignments in order to provide and develop the talents needed for this staff. During discussions it was suggested that shorter terms, perhaps six months could be adequate and present less of a threat to an individual's perception of his career development. At the conclusion of the PAS rotational assignment, [REDACTED] felt personnel could return to offices in ORD, or transfer to Directorate or Agency offices. CSP members felt it was unrealistic to rule on a transfer to DD/S&T and other Agency offices as a mechanism of assimilating staff members who complete a rotational assignment in PAS, and that provision must be made now for the subsequent ORD reassignment of these people. CSP members felt that thought should be given how to best use the talents of ORD employees

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in this rotational assignment, and how to reward these employees when they have performed well. Considerable attention was focused on the impact of promotion actions for PAS rotational personnel and the effect such promotions would have on the overall ORD slot situation. Previous CSP meetings had spent considerable time identifying slots, personnel, and organizational structure that would accommodate and promote orderly growth on an office-wide basis, which in the minds of some members was being jeopardized. Specifically, it was pointed out that once promoted, rotational personnel would have to be reassigned to an existing slot with an equivalent grade. Failure to identify this slot would either systematically eliminate headroom for the remainder of the office or remove the possibility of promotion for other than the initial rotational recipient. It was felt that there was a need to provide an incentive for these employees such as a promotion opportunity and future assignments for career development.

NOTED: JVA ↑

DATE: 12/27/74

Gen, We need to discuss this.

25X1A9a 3. [REDACTED] had to leave the meeting at this time but submitted to the Chairman his proxy vote on both promotion recommendations as listed on the Agenda.

25X1A9a 4. The Panel then reviewed the promotion recommendation for [REDACTED]. They discussed his work assignments, work performance, initiative, managerial ability, and how ORD was going to handle his career development when he completed his assignment in PAS. [REDACTED] pointed out 25X1A9a that [REDACTED] previous slot in CDAM/ORD is now being filled; therefore, there is no longer a position awaiting him in CDAM. For this reason, [REDACTED] future 25X1A9a career development within and without ORD was identified as deserving further study.

NOTED: JVA ↑

DATE: 12/27/74

25X1A9a *And this*

D/ORD

25X1A9a 5. [REDACTED] moved to recommend promotion to the 25X1A9a D/ORD for [REDACTED] from GS-14 to GS-15. [REDACTED] seconded the motion. Five members voted in favor of the motion, one member opposed the action, and one member 25X1A9a abstained. [REDACTED] wanted the record to show that he had voted "yes" with the condition that if [REDACTED] is 25X1A9a rotated back to CDAM/ORD after promotion, he should come with a slot because this particular slot function is in the 25X1A9a process of being filled within the next two months. [REDACTED] cast a negative vote because he felt that neither the job

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5. (Continued)

25X1A9a

performance discussions as reflected at the meeting, nor any completed work of [REDACTED] justified a promotion.

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25X1A9a [REDACTED] also pointed out that there are several GS-14's performing at an equivalent level, specifically [REDACTED] who co-authored the "KIQ's for the 80's" and some of these officers appear higher on the ORD ranking list for this grade.

25X1A9a [REDACTED] abstained because he has been a member of the

25X1A9a CSP only a short time and is not able to evaluate

25X1A9a [REDACTED] Motion carried.

APPROVED:

25X1A9a

DATE: 12/27/74

25X1A9a 6. The Panel then discussed the promotion recommendation for [REDACTED] Panel members discussed his

25X1A9a competence, work performance, and initiative as compared to specific GS-15's now in ORD. [REDACTED] felt that upon

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25X1A9a rotation [REDACTED] would be uniquely qualified only for CDAM within ORD and should be transferred back to that

25X1A9a

25X1A9a Division. [REDACTED] stated it would be difficult to

25X1A9a justify a GS-15 position in his Division for [REDACTED]

25X1A9a [REDACTED] felt that both PAS and CDAM could use promotion of [REDACTED] stated he would like to recommend

25X1A9a assignment and felt ORD should place individuals such as [REDACTED] in a job level in accordance with his performance. 25X1A9a

25X1A9a He felt he could take care of this if [REDACTED] was allowed to come back to CDAM at the end of his current assignment which is to complete the current Economic Study, but that the pressure to staff the CDAM TO could not accommodate a delay in the transfer much beyond the term of [REDACTED] 25X1A9a

25X1A9a current project. [REDACTED] stated he was not in agreement

25X1A9a to transfer [REDACTED] to CDAM at this time because of

25X1A9a work assignments and deadlines. It was the consensus of the Panel that a promotion to a GS-15 at this time without provisions

25X1A9a for rotating [REDACTED] into a suitable position outside of ORD would place him in some job jeopardy since it is very

25X1A9a difficult to place people at the GS-15 level outside of ORD.

25X1A9a [REDACTED] noted that this argument was equally applicable to [REDACTED] and could not, therefore, be logically used in opposing [REDACTED] promotion.

NOTED:

25X1A9a

DATE:

APPROVED: [REDACTED] PROMOTION TO GS15 [REDACTED]

7. PAS slots were reviewed. [REDACTED] had two GS-15 and one GS-14 slot.

[REDACTED] stated he [REDACTED] said the [REDACTED]

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7. (Cont'd)

PAS TO showed one GS-16, one GS-15, and one GS-14 slot.

NOTED:

J/A
D/ORD

DATE: 12/27/74

25X1A9a

8. [REDACTED] moved that in order to accommodate the promotion the CSP recommend to the D/ORD that [REDACTED] be transferred to CDAM and that he be promoted from GS-14 to GS-15 from CDAM. The motion was seconded. The Panel did not concur. Motion lost.

NOTED:

J/A
D/ORD

DATE: 12/27/74

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9. [REDACTED] moved that the CSP recommend to the D/ORD that [REDACTED] after completion of his current work assignment on the Economic Data Study, be transferred to CDAM, at which time a promotion recommendation to GS-15 will be resubmitted to the CSP. [REDACTED] stipulated that this transfer should be effective no later than Spring 1975. The motion was seconded by [REDACTED]. The Panel concurred. Motion carried.

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25X1A9a

not APPROVED:

J/A
D/ORD

DATE: 12/27/74

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10. [REDACTED] stated that under no circumstances would he stand in the way of promotion for [REDACTED]. He stated he would recommend to D/ORD the promotion of [REDACTED] in PAS because he felt [REDACTED] was due the promotion in the PAS position, and that it should not be contingent upon nor delayed until he was transferred to CDAM. [REDACTED] stated he would relinquish his objections to the condition of promotion and let [REDACTED] go to CDAM if that was the only way to get the promotion for him.

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not APPROVED:

J/A
D/ORD

DATE: 12/27/74

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11. [REDACTED] told the Panel members that he would not present the issues discussed on the [REDACTED] promotion recommendation to the D/ORD until the minutes of the meeting have been reviewed by all the members of the Panel.

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NOTED:

J/A
D/ORD


DATE: 12/27/74

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12. Meeting adjourned at 1050 hours.

27 December 1974
Date


Executive Secretary
Career Service Panel/ORD

APPROVED:

25X1A9a


Chairman, Career Service Panel/ORD

30 Dec 1974
Date

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